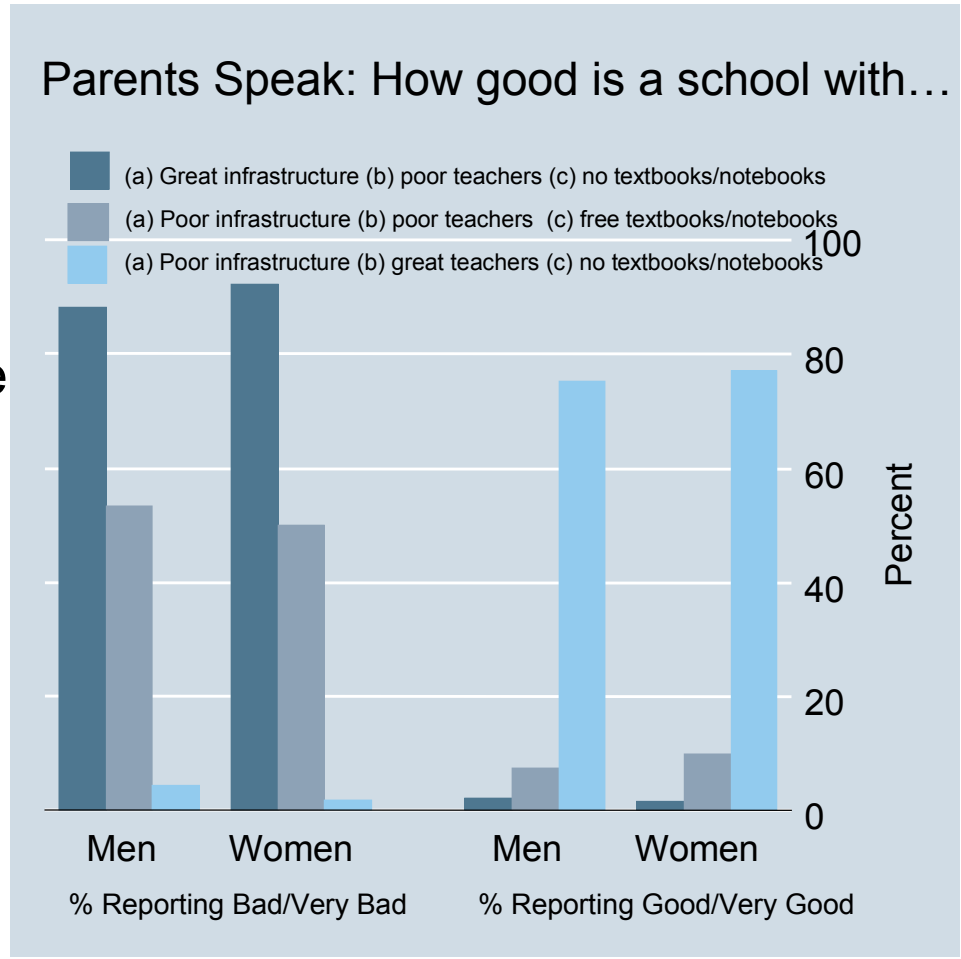
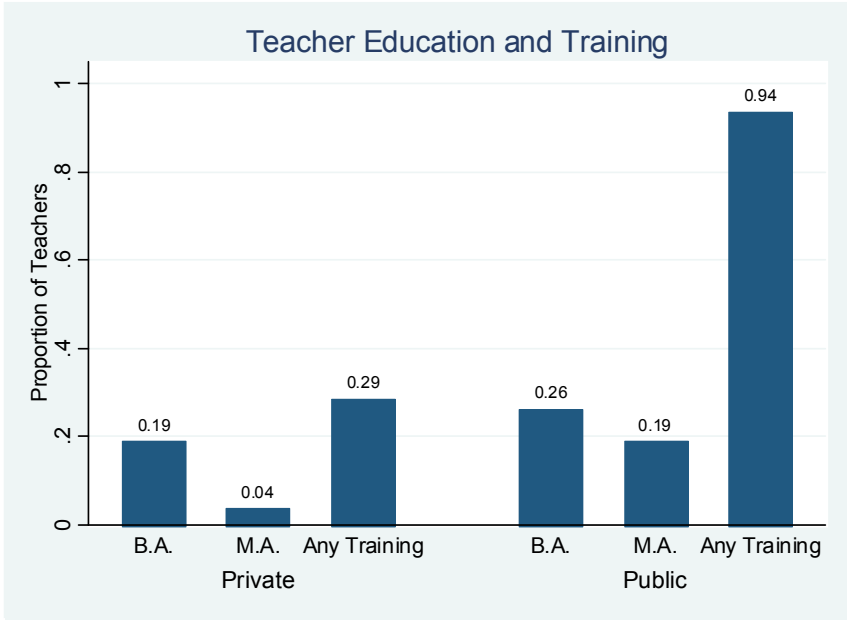


Teachers! Teachers! Teachers!

- Parents Care about TEACHERS
- Not infrastructure
- Not textbooks

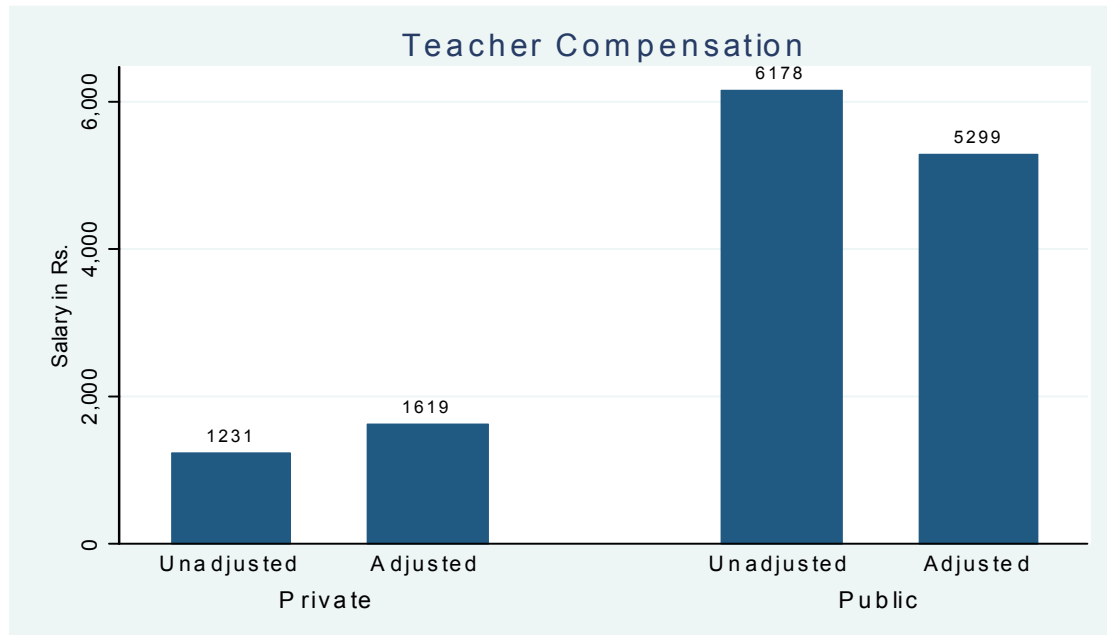


Teachers “Better in Government Sector”: Qualifications



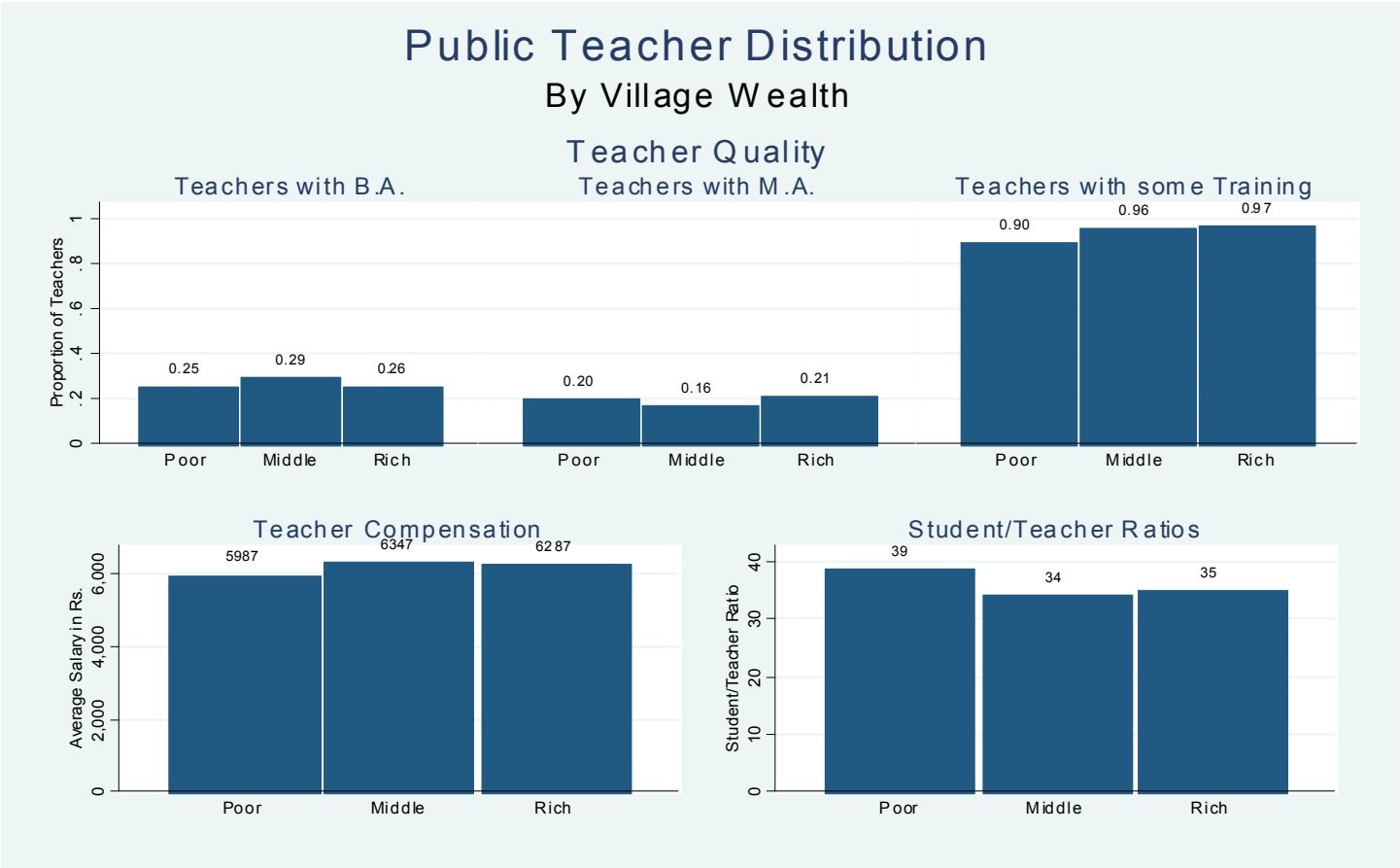
- Government teachers have more education and more training

Teachers “Better in Government Sector”: Salaries



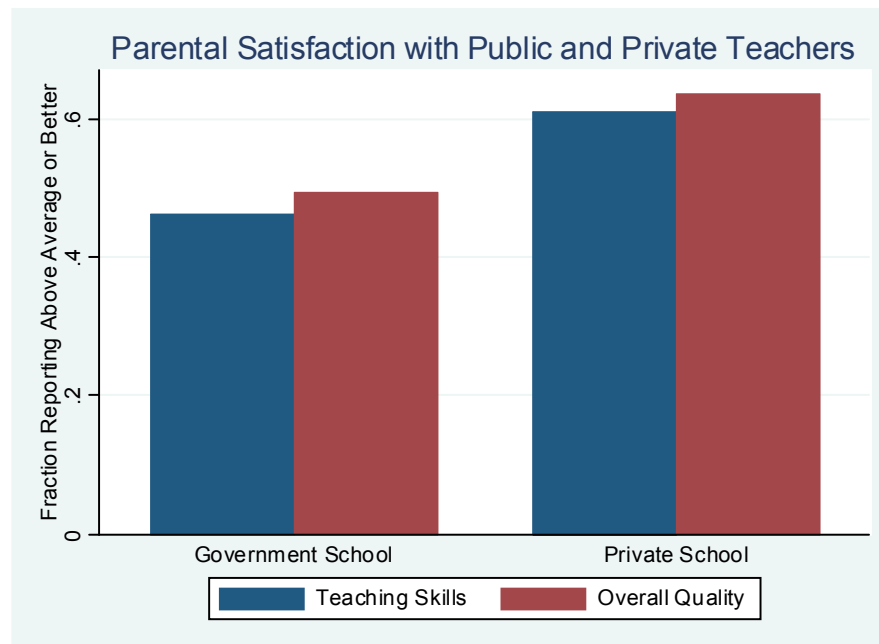
- Government teacher salaries are 5 times more than in the private sector

Teachers “Better in Government Sector”: Distribution



- Government teachers are *equitably* distributed

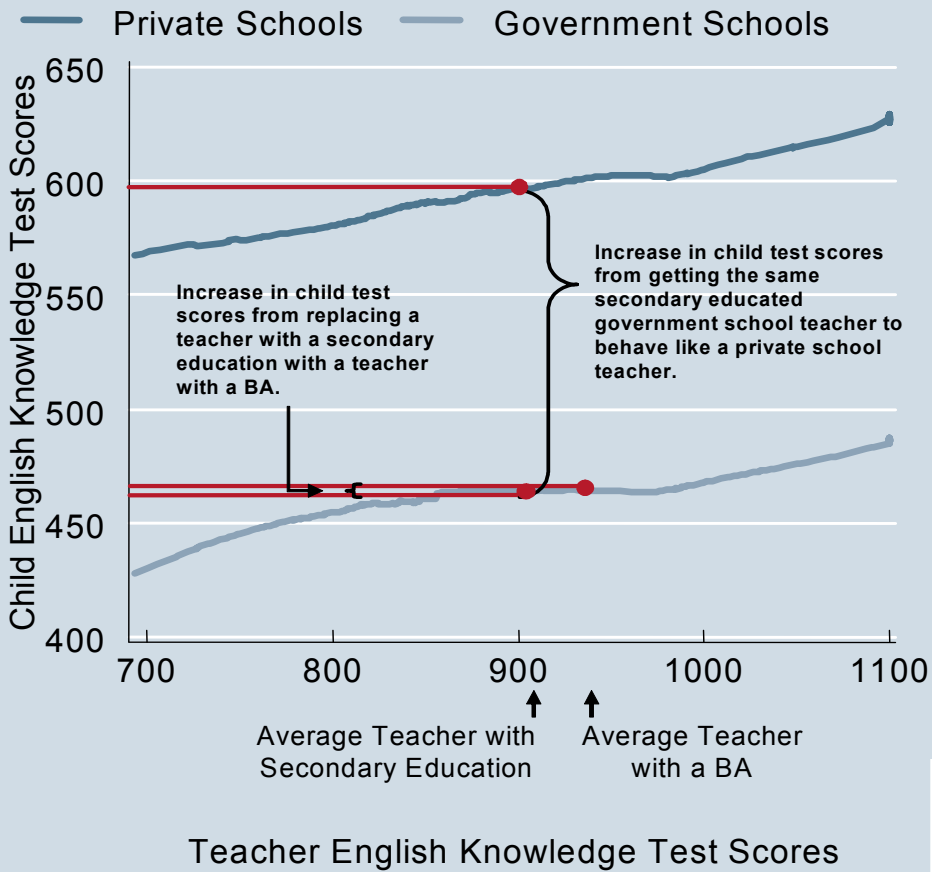
Parental Satisfaction



- **Yet parents believe that private school teachers are better...and private school test outcomes are much better**

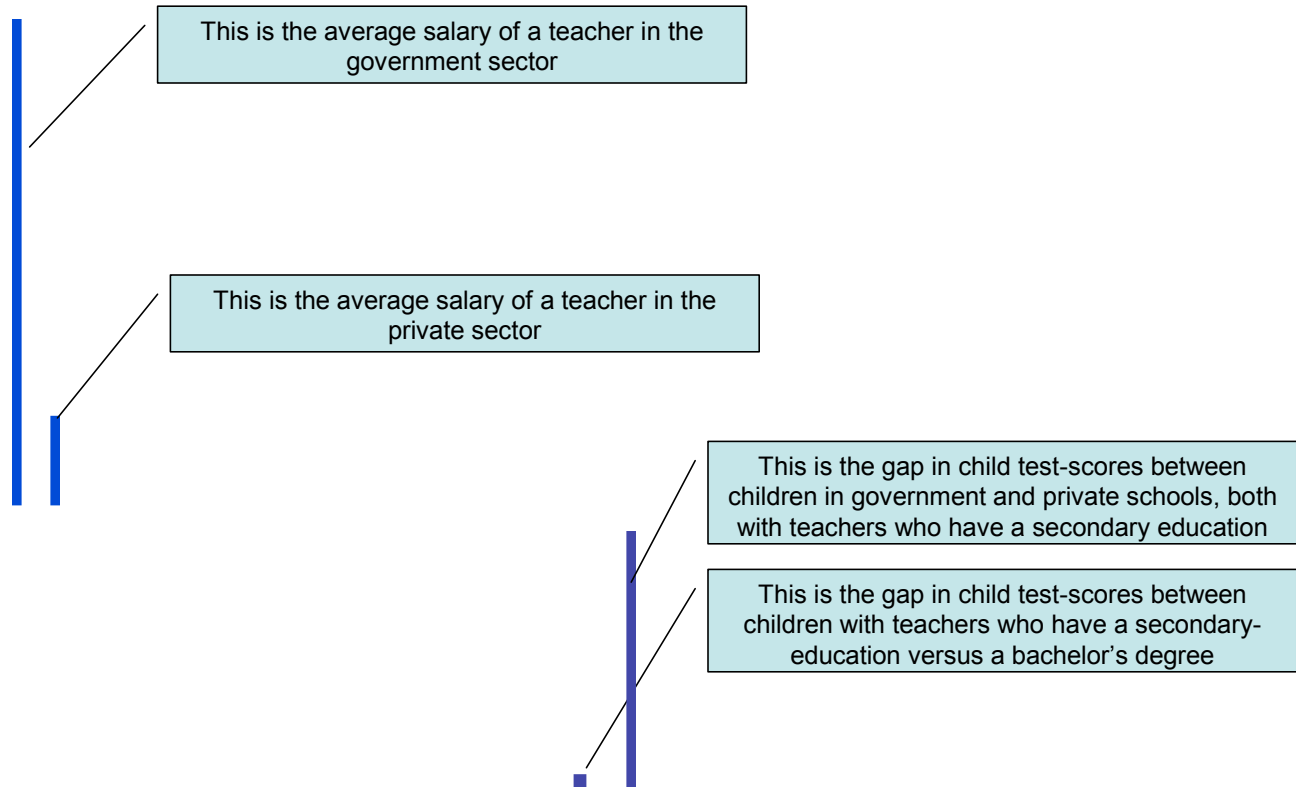
Payoff to teacher education is low

Teacher Education and Child Learning

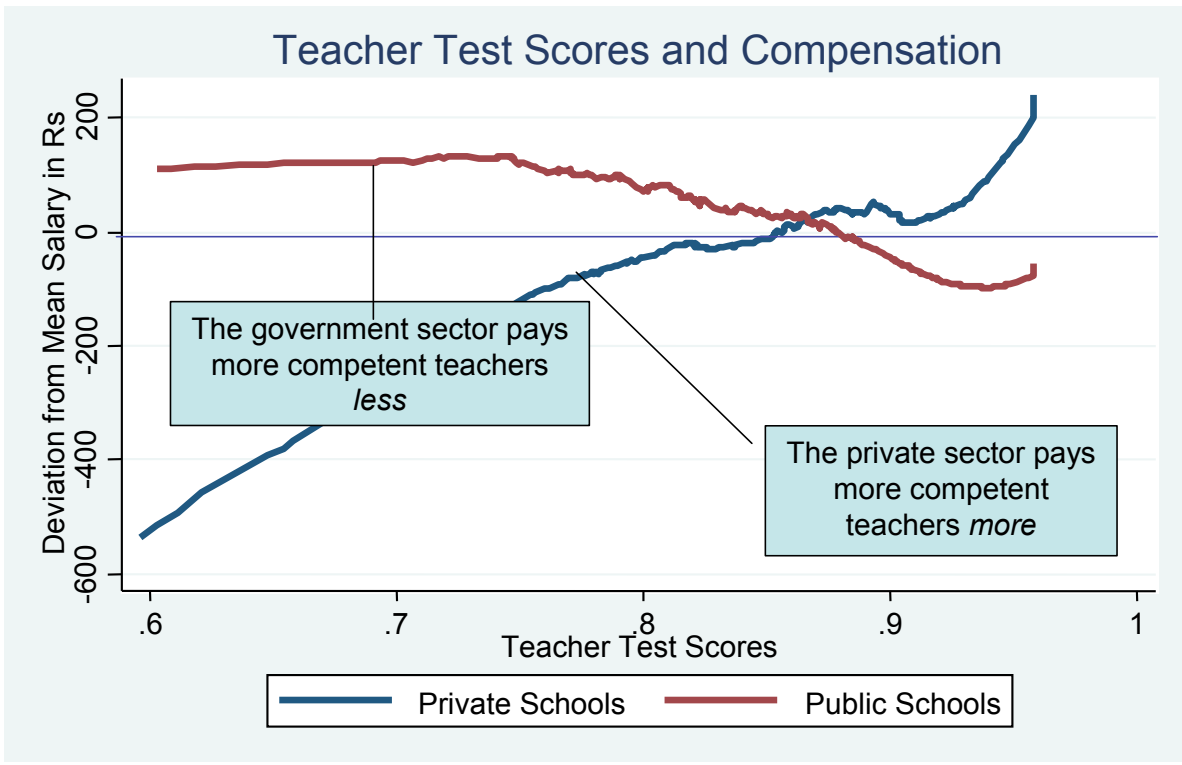


- **Better a secondary educated teacher in the private sector than a university graduate in the government sector**

The Performance and Salary Gaps



Incentives, Incentives, Incentives



- The result holds even *after* controlling for teacher age and experience

Incentives, not qualifications

- Government sector teachers are paid 5 times more than private sector teachers
- YET
 - Test Scores are higher in the private sector
 - Parents rate private sector teachers higher
- Teacher reform is all about re-thinking teacher hiring and compensation

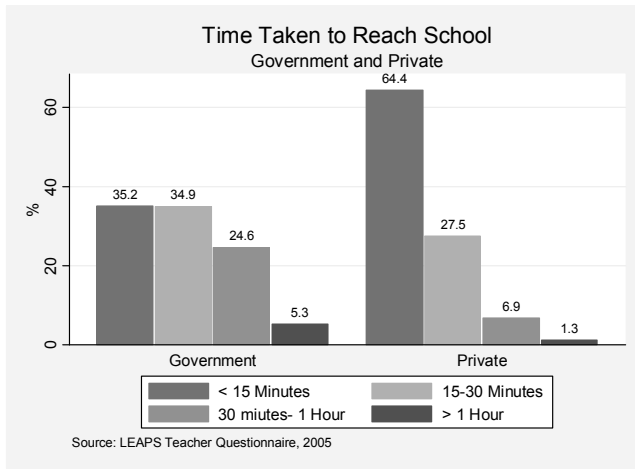
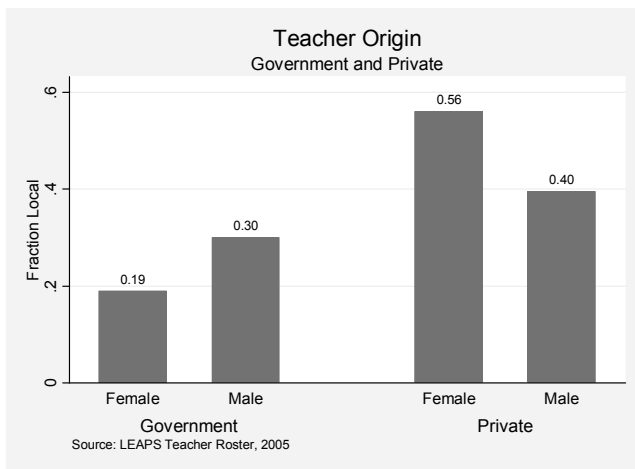
Teacher Compensation

- What characteristics drive compensation in each sector?
 - Incentives is about more than total compensation

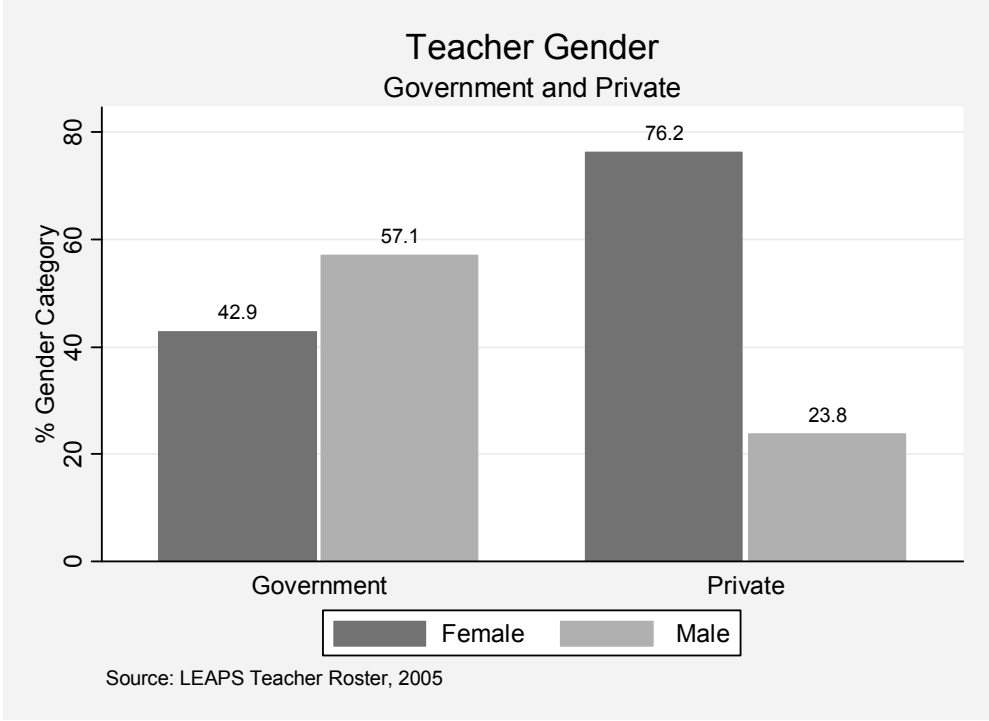
Private School Have Local Teachers

- Private School Teachers are Mostly Local...

And live closer to school

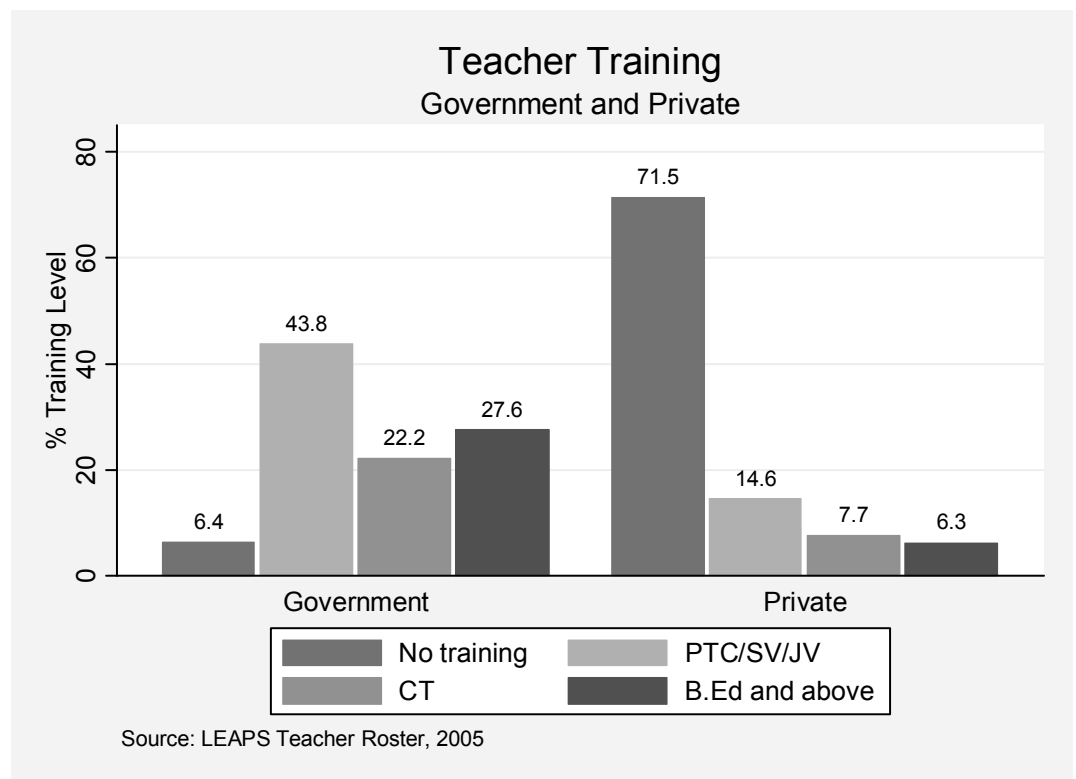


Teacher Gender



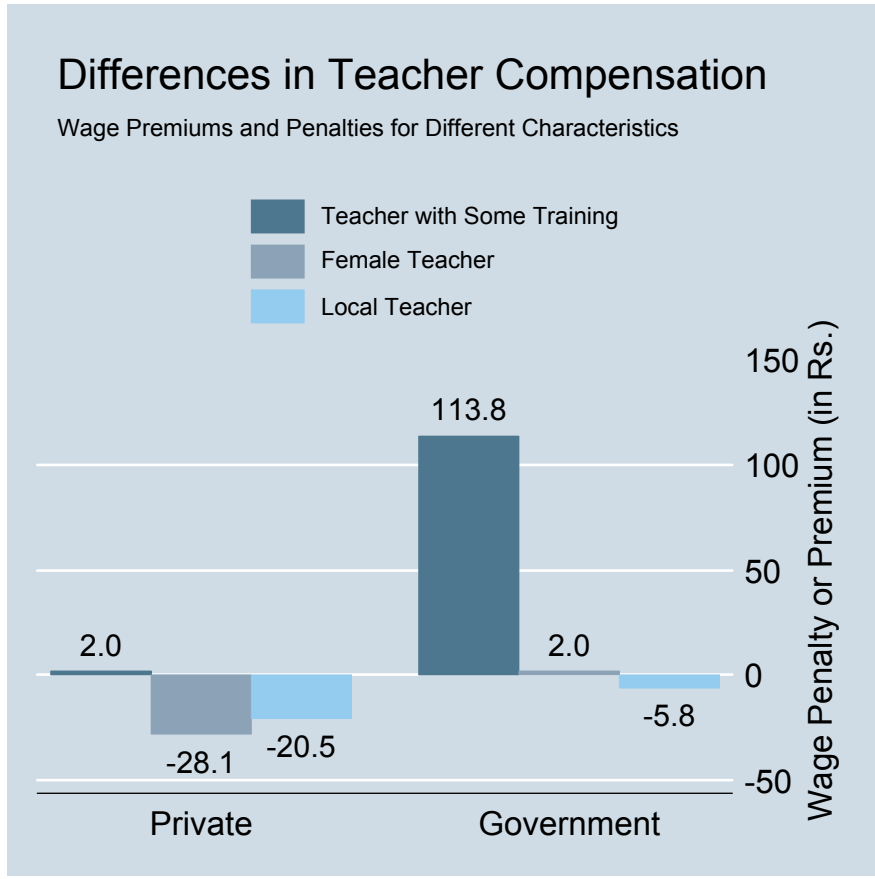
- Private School Teachers are mostly female

Teacher Training, once again



- Private schools opt for no training

Compensation and the labor market

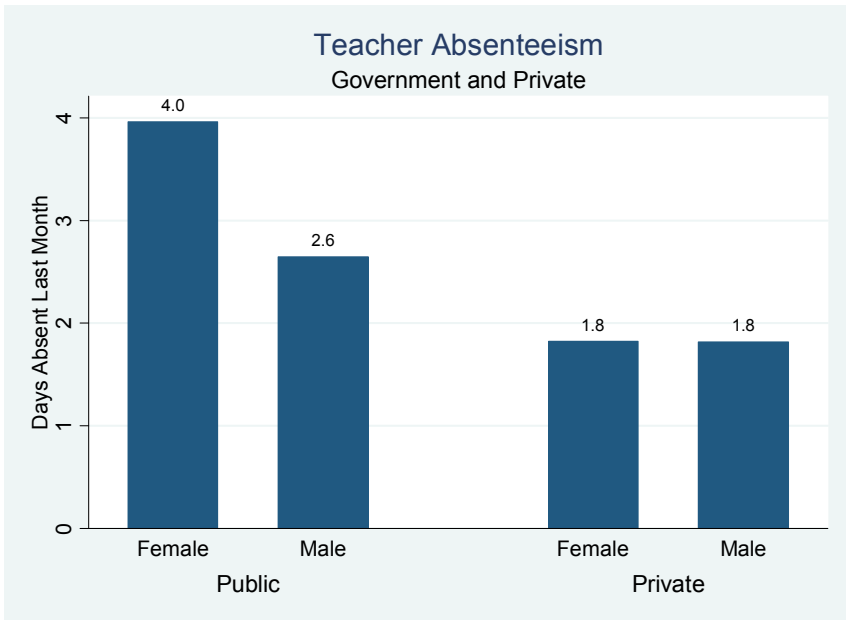


The private sector exploits local market conditions: women and local teachers are paid (a lot) less

“Effort” and compensation?

- Do different compensation schemes result in different levels of effort?
- The LEAPS Survey has no direct measure of “effort,” but absenteeism can be used an indicator or “proxy” of effort.

Teacher Absenteeism

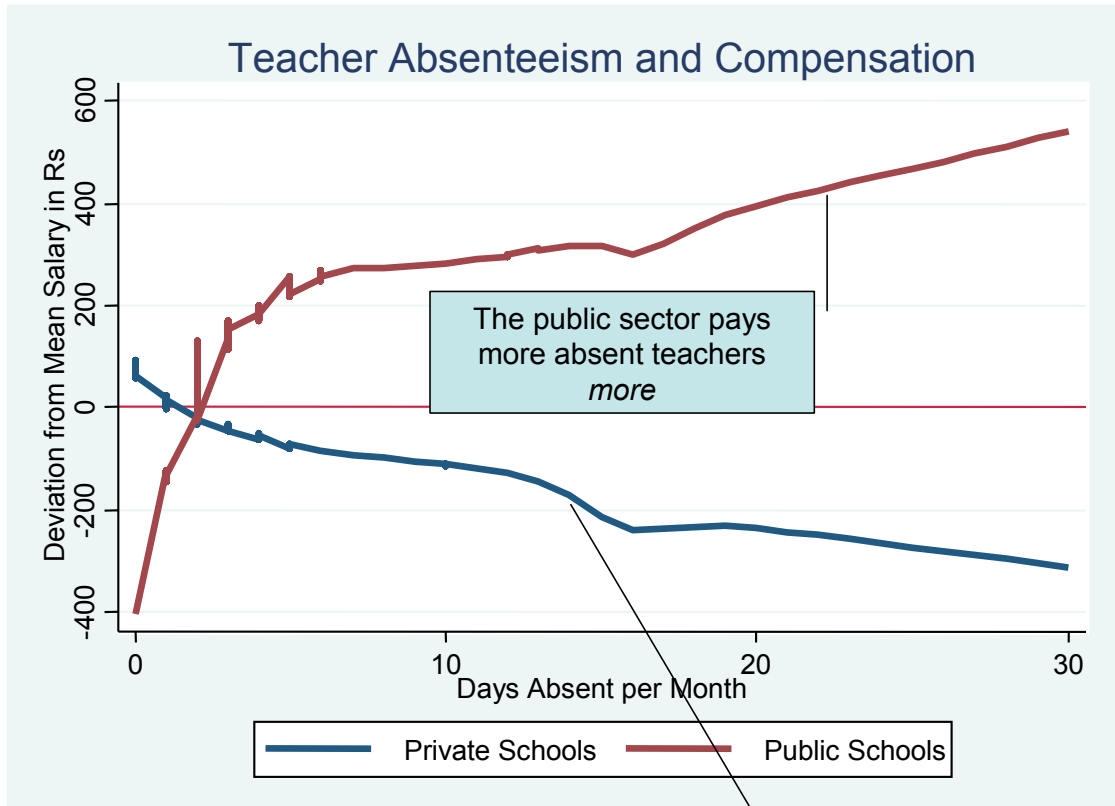


- Private school teachers put in more “effort”

Absenteeism

- To be fair, Government absenteeism is driven largely by “official” tasks, making it an imperfect indicator of overall effort.
 - Collecting Salaries
 - Meetings at DEO office
 - Election Duties, etc.

Private Schools Award Attendance



The public sector pays more absent teachers *more*

The private sector pays more absent teachers *less*

Salary results are presented as “deviations from mean”. So the number 200 on the vertical axis means that the person’s salary is Rs.200 more than the average salary for the sector

The figure is based on a non-parametric plot of deviations from mean salary against the number of days absent.

Time to rethink

- **Teacher Accountability**
 - Reward structures – are teachers being rewarded for the right things?
 - School Councils (to hire and fire?)
 - Empower head teachers (to give bonuses?)
- **Teacher allocation**
 - Flexibility in teacher wages, e.g. inaccessibility bonuses
- **Teacher Training**
 - Does it have value without teacher accountability?